



**U.S. MISSION WINDHOEK**  
**Vacancy Announcement**  
**Number: 15/2016**

**OPEN TO:** All Interested Candidates/All Sources

**POSITION:** Laborer, FSN-1; FP-EE

**OPENING DATE:** May 27, 2016

**CLOSING DATE:** June 3, 2016

**WORK HOURS:** Full-Time, 40 Hours/Week

**SALARY:** Ordinarily Resident (OR): FSN-1 N\$ 80,893 pa  
Not-Ordinarily Resident (NOR): FP-EE\*  
\*Final grade/step for NORs will be determined by Washington.

The U.S. Mission in Windhoek is seeking eligible and qualified applicants for the position of Laborer in the General Services Section (GSO office), Windhoek.

**BASIC FUNCTION OF POSITION**

The incumbent will support the U.S Embassy warehouse operation under the direction of the warehouse supervisor.

Responsible for moving furniture, equipment, supplies, cartons, and boxes from one location to another, and loading and unloading property within the Embassy, warehouses and residences. Also assists VIP visitors with baggage or equipment. While assigned to the warehouse, unloads and opens crates, shipping containers and cartons, placing them in appropriate storage areas.

Assists with record-keeping and drives Embassy vehicle as needed in performing his/her duties. Ensures the security of U.S. government property and supports annual inventory reconciliation.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. To request a copy of the position description, send an email to [HROWindhoek@state.gov](mailto:HROWindhoek@state.gov)

## QUALIFICATIONS REQUIRED

Applicants must address each required qualification listed below with specific and comprehensive information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

1. EDUCATION: 1. Successful completion of secondary school (Grade 10) is required.
2. EXPERIENCE: Six (6) months general labor work experience is required.
3. LANGUAGE: Level III (limited knowledge) English is required. This will be tested.
4. Ability to lift heavy items such as furniture, shipping crates and office equipment is required.
5. Valid BE Driver's license is required. Ability to obtain a C1 license on own accord within six months of appointment.
6. JOB KNOWLEDGE: Basic MS Word and Outlook skills required.

**FOR FURTHER INFORMATION:** The complete position description listing all of the duties and responsibilities may be obtained on our website at <http://windhoek.usembassy.gov/about-us/job-opportunities.html> and/or by contacting the Human Resources Office on telephone number +264-295-8500

**HIRING PREFERENCE SELECTION PROCESS:** When qualified, applicants in the following hiring preference categories are extended a hiring preference in the order listed below. Therefore, it is essential that these applicants accurately describe their status on the application. Failure to do so may result in a determination that the applicant is not eligible for a hiring preference.

### HIRING PREFERENCE ORDER:

- (1) AEFM / USEFM who is a preference-eligible U.S. Veteran\*
- (2) AEFM / USEFM
- (3) FS on LWOP\*\*

\* **IMPORTANT:** Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of the most recent Member Copy Four (4) of the DD-214, Certificate of Release or Discharge from Active Duty, and, if applicable, a letter from the U.S. Department of Veterans Affairs. If claiming conditional eligibility for U.S. Veterans' preference, applicants must submit proof of conditional eligibility. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veterans' preference will not be considered in the application process. Mission HR's decision on eligibility for U.S. Veterans' preference after reviewing all required documentation is final.

\*\* This level of preference applies to all Foreign Service employees on LWOP.

## **ADDITIONAL SELECTION CRITERIA**

Management may consider any of the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.

Current OR employees serving a probationary period are not eligible to apply. Current OR employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply.

Current NOR employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule.

## **HOW TO APPLY**

Applicants must submit the following documents to be considered. Failure to do so may result in a determination that the applicant is not qualified.

1. Universal Application for Employment (UAE) (Form DS-174), which is available on our website or by contacting Human Resources. (See “For Further Information” above);
2. Any additional documentation that supports or addresses the requirements listed above (e.g. transcripts, degrees, etc.):

## **WHERE TO APPLY:**

Human Resources Office  
[HROWindhoek@state.gov](mailto:HROWindhoek@state.gov)  
Subject: Laborer

**EQUAL EMPLOYMENT OPPORTUNITY:** The U.S. Mission provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs. The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

## **Appendix (DEFINITIONS)**

**Eligible Family Member (EFM):** An EFM for employment purposes is an individual who meets all of the following criteria:

U.S. Citizen or not a U.S. Citizen; and  
Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)); or

Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support; or  
Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; or  
Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support; and  
Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and  
Is under chief of mission authority.

**U.S. Citizen Eligible Family Member (USEFM):** A USEFM for employment purposes is an individual who meets all of the following criteria:

U.S. Citizen; and  
Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; or  
Child of the sponsoring employee who is unmarried and at least 18 years old; and  
Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee's post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; or resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; or  
Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**Appointment Eligible Family Member (AEFM):** An AEFM for employment purposes is an individual who meets all of the following criteria:

U.S. Citizen; and  
Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; or  
Child of the sponsoring employee who is unmarried and at least 18 years old; and  
Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan (AIT); and  
Is under chief of mission authority; and  
Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; and  
Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**Member of Household (MOH):** An individual who accompanies or joins a sponsoring employee, i.e., sponsor is a direct hire employee under Chief of Mission authority, either Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan. A MOH is an individual who meets the following criteria:

Not an EFM and therefore not on the travel orders or approved through form OF-126 Foreign Service Residence and Dependency Report of the sponsoring employee; and

Officially declared by the sponsoring U.S. Government employee to the Chief of Mission (COM) as part of his or her household and approved by the COM; and  
Is a parent, grandparent, grandchild, unmarried partner, adult child, foreign born child in the process of being adopted, father, mother, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister who falls outside the Department's current definition of Eligible Family Member 14 FAM 511.3. A MOH may or may not be a U.S. Citizen.

**Not Ordinarily Resident (NOR)** - An individual who meets the following criteria:

An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; or  
Has diplomatic privileges and immunities; and  
Is eligible for compensation under the FS or GS salary schedule; and  
Has a U.S. Social Security Number (SSN); and  
Is not a citizen of the host country; and  
Does not ordinarily reside in the host country; and  
Is not subject to host country employment and tax laws.

**Ordinarily Resident (OR)** – An individual who meets the following criteria:

A citizen of the host country; or  
A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or is subject to host country employment and tax laws.